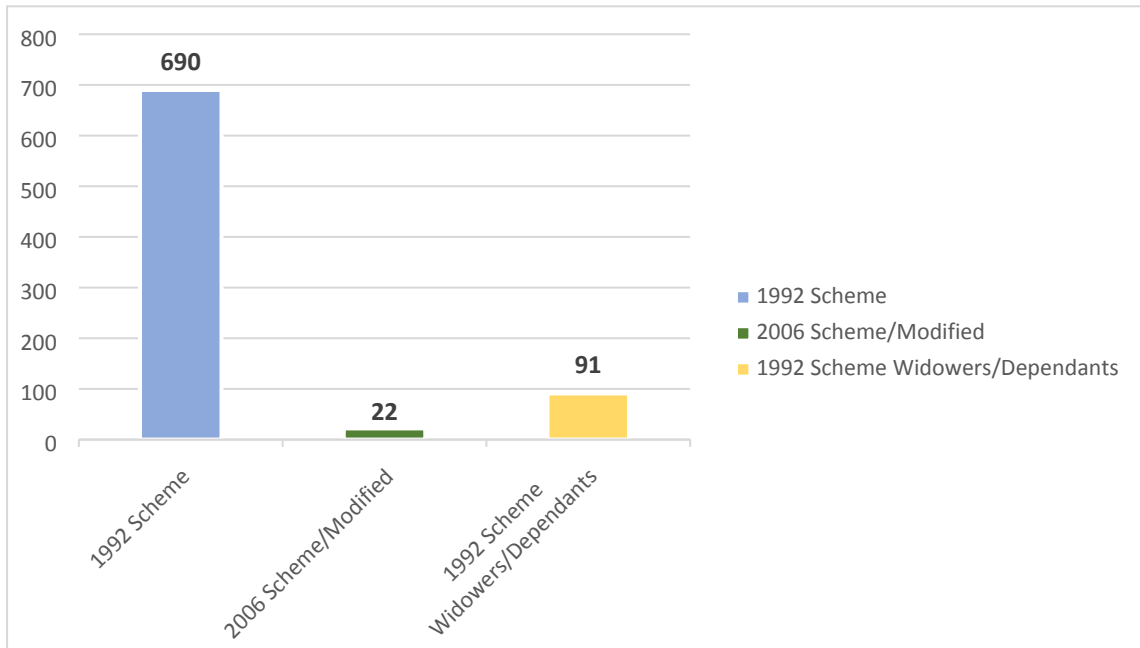
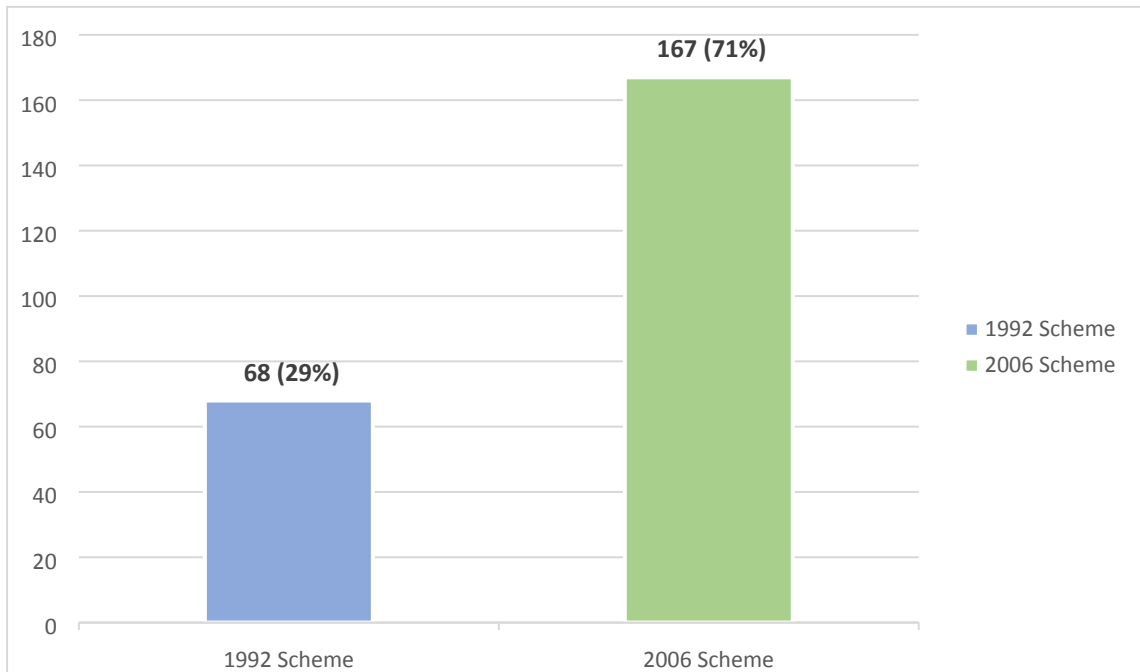


Appendix A

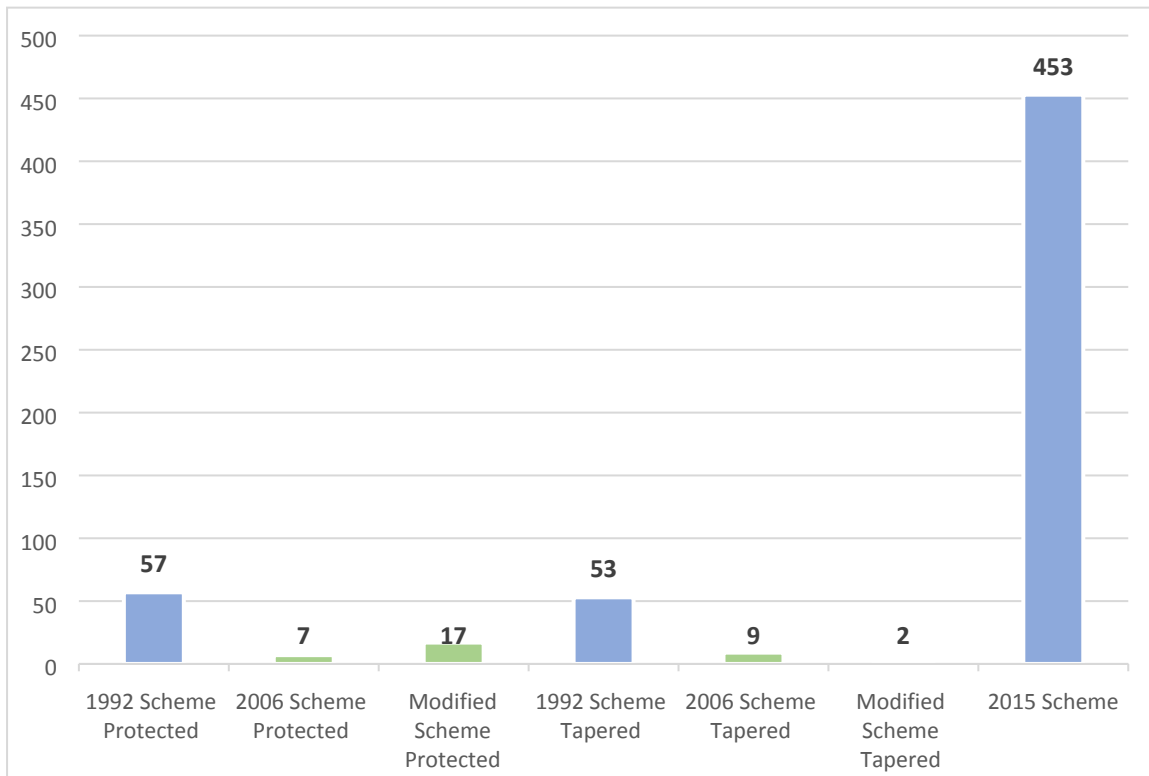
Pensioner Members



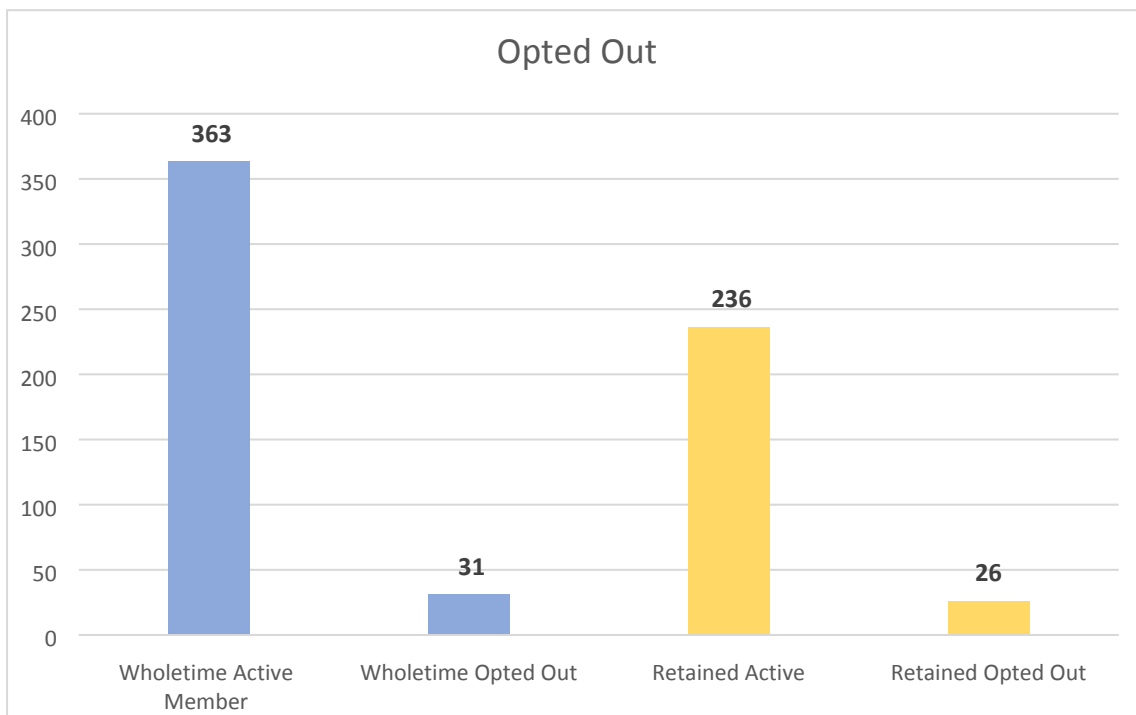
Deferred Members



Active Members

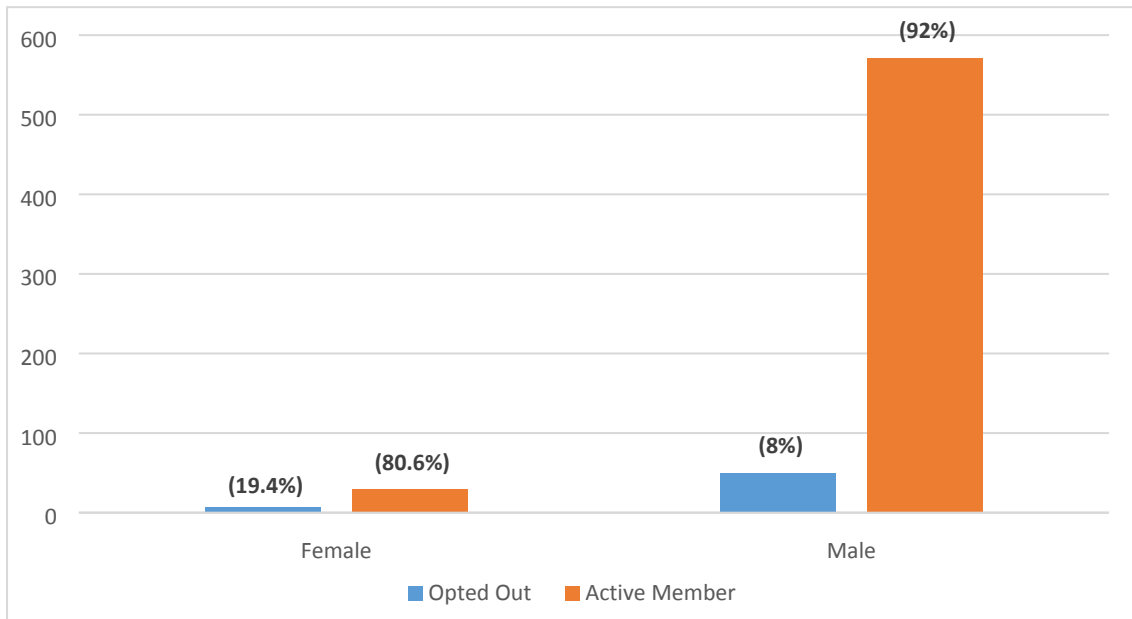


Opted Out Members v Active Members

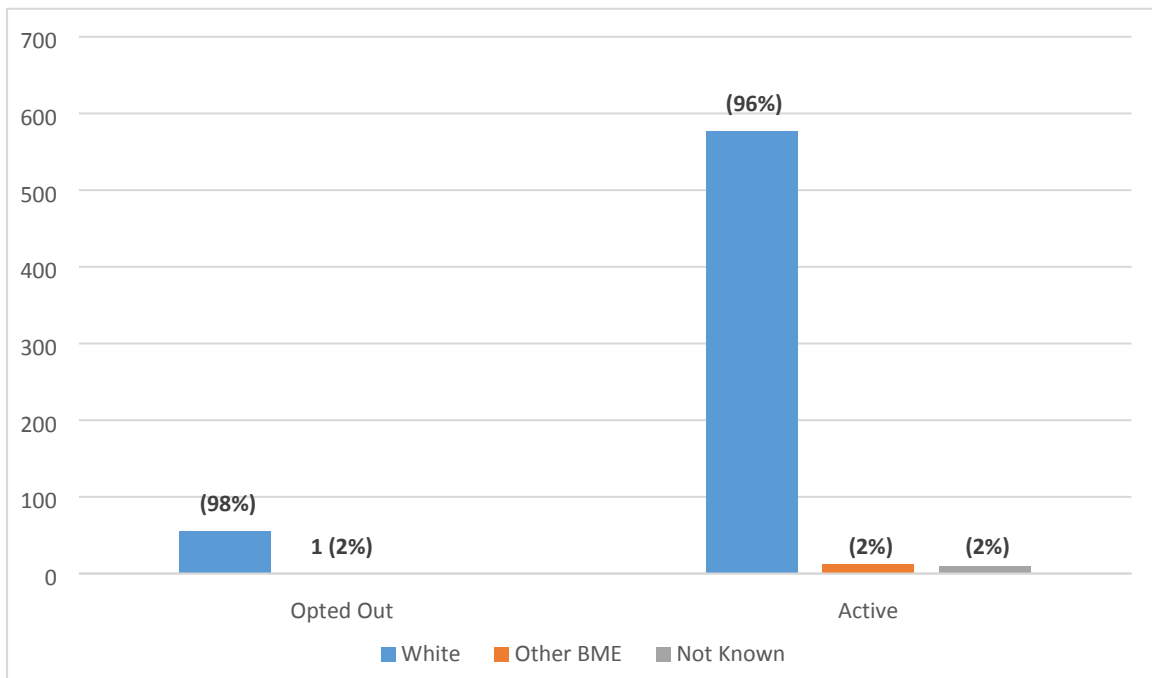


In total, 91% of operational staff are in a pension scheme. 9% have opted out.

Opt Out – Gender



Opt Out – Ethnicity



96.5% of operational staff are white, white Irish or white other.

2% are black or minority ethnicity

1.5% have declined to state

Opt Out – Age

